

## **University of Alberta Appeals Board Reform**

In light of several very concerning University of Alberta Appeals Board (UAB) hearings relating to cases involving sexual assault and, in particular, a recent decision handed down regarding one such case, we have resolved the following list of recommendations directed at University of Alberta administration for their immediate consideration. We request that:

1. The Office of the Dean of Students receives notice from the President of the suspension of all UAB hearings relating to sexual violence, effective immediately, until a public external review of the UAB's processes and procedures has been conducted by a third party, and the UAB is found to be in compliance with any resulting recommendations, as well as the University of Alberta's Sexual Violence Policy;
2. A simultaneous, confidential internal review of the UAB's most recent decision is undertaken by representatives from units on campus directly involved with that case to ensure institutional best practices;
3. All UAB administrators and Board members receive adequate training on best practices related to evidentiary review, particularly in cases involving sexual violence;
4. Decision-makers faced with cases of sexual violence receive detailed, comprehensive, accurate, and trauma-informed social context training--designed and facilitated by anti-sexual violence advocates--to ensure they understand the nature of the society in which sexual violence takes place, as well as its impacts on individuals who have experienced it. This training must be "pass/fail," and in the event of a failing grade, that individual shall be prohibited from assuming a position on the Board;
5. The Code of Student Behaviour is amended immediately to no longer allow for *de novo* hearings;
6. Any UAB decisions made in sexual violence-related cases since the inception of the University of Alberta Sexual Violence Policy (June 23rd, 2017) shall be revisited by a third party to ensure procedural fairness and compliance with University policy;
7. The Sexual Violence Policy and/or related procedures be amended to standardize the practice of delivering UAB decisions to survivors to ensure that they are provided adequate emotional support and have an appropriate venue to seek clarity around the contents of the decision itself;
8. University of Alberta Protective Services connects with the University of Alberta Sexual Assault Centre to ensure a well-trained anti-sexual violence advocate is present for the filing of every complaint involving sexual violence to increase the advocacy that is possible throughout the student conduct process;
9. The position of Sexual Violence Prevention Coordinator is to be created and filled by a racialized individual who identifies as LGBT2SIA+ with a wealth of background and

experience in anti-sexual violence advocacy in an effort to address systemic issues relating to sexual violence within the institution in a coordinated fashion; and

10. The University of Alberta invests in an Office of Restorative Justice that can further develop, research, and implement restorative options for the campus community and that those options be made available in cases involving sexual assault. This improves the number of options available to survivors on their justice and healing journeys, and promotes community healing and accountability.